

EB BL 01/15/1998 Employee benefits in Medium and Large Private Establishments, 1995 Tables only, Chapter 7: Defined contribution plans. The bulletin will be out later this year.

Table 135. Savings and thrift plans: Summary of provisions, full-time employees, medium and large private establishments, 1995

Item	All employees	Profes- sional, techni- cal, and related employees	Clerical and sales employees	Blue- collar and service employees
Number (in thousands) with savings and thrift plans.....	13,562	4,702	3,788	5,072
Percent				
Total with savings and thrift plans.....	100	100	100	100
Pre-tax contributions allowed(1).....	90	92	89	91
Transfer/rollover contributions allowed	37	43	42	28
Employee choice of investments for employee contributions.....	74	79	77	68
Employee choice of investments for employer contributions.....	58	64	56	53
Immediate full vesting..	33	33	31	33
Loans permitted.....	44	46	48	40
Withdrawals permitted...	43	46	50	35

1 Participants in savings and thrift plans usually are allowed to make pretax contributions. In the 1995 survey, provisions governing pretax contributions were not determinable for about one-tenth of the employees with savings and thrift plans.
NOTE: Because of rounding, sums of individual items may not equal totals. Where applicable, dash indicates no employees in this category.

Table 136. Savings and thrift plans: Transfer and rollover provisions,(1) full-time employees, medium and large private establishments, 1995

Item	All	Profes- sional, techni- cal, and related employees	Clerical and sales employees	Blue- collar and service employees
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	employees	cal, and employees	service employees	
		related employees		
Number (in thousands) with savings and thrift plans.....	13,562	4,702	3,788	5,072
		Percent		
Total with savings and thrift plans.....	100	100	100	100
Transfers/rollovers allowed.....	37	43	42	28
Transfers/rollovers not allowed.....	48	45	44	54
Not determinable.....	15	13	13	17

1 Relates to the allowance of transfers/rollovers of contributions and earnings from the previous employer's plan.

NOTE: Because of rounding, sums of individual items may not equal totals. Where applicable, dash indicates no employees in this category.

Table 137. Savings and thrift plans: Maximum employee contributions, (1) full-time employees, medium and large private establishments, 1995

Maximum employee contributions	All employees	Profes- sional, techni- cal, and related employees	Clerical and sales employees	Blue- collar and service employees
Number (in thousands) with savings and thrift plans.....	13,562	4,702	3,788	5,072
		Percent		
Total with savings and thrift plans.....	100	100	100	100
Percent of employee earnings.....	83	84	85	80
5 percent or less.....	2	1	2	3
6 percent.....	2	2	3	1
7 percent.....	(2)	(2)	(2)	(2)
8 percent.....	2	3	1	1

9 percent.....	1	1	1	1
10 percent.....	10	5	10	14
11 percent.....	(2)	(2)	(2)	(2)
12 percent.....	10	10	6	12
13 percent.....	1	2	1	1
14 percent.....	2	1	1	2
15 percent.....	21	19	26	18
16 percent.....	18	18	21	15
17 percent.....	3	3	3	4
17.01 - 17.99 percent.	(2)	(2)	(2)	(2)
18 percent.....	4	5	4	3
18.01 - 18.99 percent.	(2)	(2)	-	(2)
19 percent.....	(2)	(2)	(2)	(2)
20 percent.....	5	7	4	4
20.01 - 24.99 percent.	(2)	(2)	(2)	(2)
25 percent or more....	1	4	(2)	(2)
Specified dollar amount.	1	(2)	(2)	1
Up to the Internal Revenue Code limit...	14	14	11	16
Not determinable.....	3	2	4	3

Average(3)

Average maximum contribution (percent of earnings).....	14.3	15.2	14.2	13.6
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1 Includes contributions that are not matched by the employer.
If maximum contributions vary, such as by length of service, the
highest possible contribution was tabulated.

2 Less than 0.5 percent.

3 The average is presented for all covered workers; averages
exclude workers without the plan provision.

NOTE: Because of rounding, sums of individual items may not equal
totals. Where applicable, dash indicates no employees in this
category.

Table 138. Savings and thrift plans: Method of determining
pretax contribution, full-time employees, medium and large private
establishments, 1995

Pretax contributions	All employees	Profes- sional, techni- cal, and related employees	Clerical and sales employees	Blue- collar and service employees
Number (in thousands) with savings and thrift plans.....	13,562	4,702	3,788	5,072

Percent

Total with savings and thrift plans.....	100	100	100	100
Pretax contributions allowed.....	90	92	89	91
All contributions must be pretax.....	52	48	50	58
All contributions may be pretax.....	26	31	23	24
Contributions up to specified percent may be pretax.....	6	9	5	4
Initial contributions must be pretax; additional contributions can not be pretax.....	5	2	10	4
Initial contributions must be pretax; all additional contributions may be pretax.....	1	1	1	1
Initial contributions must be pretax; additional contributions up to a specified percent may be pretax.....	(1)	(1)	(1)	(1)
Other.....	(1)	-	(1)	-
No pretax contributions allowed.....	1	(1)	2	(1)
Not determinable.....	9	8	10	9

1 Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal totals. Where applicable, dash indicates no employees in this category.

Table 139. Savings and thrift plans: Maximum pretax employee contributions,(1) full-time employees, medium and large private establishments, 1995

Maximum pretax contributions	All employees	Profes- sional, techni- cal, and related employees	Clerical and sales employees	Blue- collar and service employees
Number (in thousands) with savings and thrift plans that allow pretax contributions.....	12,267	4,303	3,359	4,605

	Percent			
Total with savings and thrift plans that allow pretax contributions...	100	100	100	100
Percent of employee earnings.....	84	85	86	81
5 percent or less.....	3	2	2	3
6 percent.....	4	3	10	2
7 percent.....	(2)	1	1	(2)
8 percent.....	4	5	5	3
9 percent.....	1	1	1	1
9.01 - 9.99 percent...	(2)	(2)	(2)	(2)
10 percent.....	12	8	12	16
11 percent.....	(2)	(2)	(2)	(2)
12 percent.....	10	11	5	13
13 percent.....	2	2	1	2
14 percent.....	2	2	1	3
15 percent.....	22	19	28	20
16 percent.....	14	16	12	13
17 percent.....	(2)	(2)	1	(2)
17.01 - 17.99 percent.	(2)	(2)	(2)	(2)
18 percent.....	3	5	3	2
18.01 - 18.99 percent.	(2)	(2)	-	(2)
19 percent.....	(2)	(2)	(2)	(2)
20 percent.....	5	10	3	2
25 percent or more....	(2)	(2)	(2)	(2)
Specified dollar amount.	1	(2)	(2)	1
Up to the Internal Revenue Code limit...	15	15	11	18
Not determinable.....	1	(2)	2	(2)
Average(3)				

Average maximum pretax contribution (percent of earnings.....	13.2	14.0	12.6	12.9
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1 Includes contributions that are not matched by the employer.
If maximum contributions vary, such as by length of service, the
highest possible contribution was tabulated.

2 Less than 0.5 percent.

3 The average is presented for all covered workers; averages
exclude workers without the plan provision.

NOTE: Because of rounding, sums of individual items may not equal
totals. Where applicable, dash indicates no employees in this
category.

Table 140. Savings and thrift plans: Methods of employer
matching contributions, full-time employees, medium and large
private establishments, 1995

Employer matching rates	All employees	Professional, technical, and related employees	Clerical and sales employees	Blue-collar and service employees
Number (in thousands) with savings and thrift plans.....	13,562	4,702	3,788	5,072

Percent

Total with savings and thrift plans.....	100	100	100	100
Specified matching percent(1).....	84	81	84	88
Varies by service.....	4	7	4	3
Varies by amount of contribution.....	9	10	9	7
Varies by investment choice.....	1	(2)	(2)	1
Varies by profit level..	2	2	3	1

1 These are plans where the employer matches a specified percent of employee contributions. For example, the employer matches 50 percent of employee earnings up to 6 percent.

2 Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal totals. Where applicable, dash indicates no employees in this category.

Table 141. Savings and thrift plans: Employee contributions by employer specified matching percentage, full-time employees, medium and large private establishments, 1995

		Specified matching percentage		
Employee contribution(1)	Total(2)	1 - 49	50	51 - 99
100		percent	percent	percent
percent				

Percent

All employees

Total.....	100	22	45	14
17 Up to the first:				
0.01 - 2.00 percent.	6	1	3	(3)
2 2.01 - 3.00 percent.	13	2	4	(3)
6 3.01 - 4.00 percent.	11	5	4	(3)
2 4.01 - 5.00 percent.	10	3	3	2
2 5.01 - 6.00 percent.	47	8	27	8
4 6.01 - 7.00 percent.	1	-	(3)	(3)
(3) 7.01 - 8.00 percent.	7	1	3	3
(3) 8.01 - 9.00 percent.	(3)	-	(3)	-
(3) 9.01 - 10.00 percent	3	1	1	1
(3) 11.01 - 12.00 percent.....	(3)	-	(3)	-
- Greater than 12 percent.....	1	1	(3)	-
-				

Professional, technical,
and related

Total.....	100	18	47	16
16 Up to the first:				
0.01 - 2.00 percent.	4	1	1	(3)
2 2.01 - 3.00 percent.	15	2	5	(3)
6 3.01 - 4.00 percent.	8	2	3	(3)
2 4.01 - 5.00 percent.	10	2	3	2
2 5.01 - 6.00 percent.	46	9	27	7
2 6.01 - 7.00 percent.	1	-	1	(3)
(3) 7.01 - 8.00 percent.	12	(3)	6	5
(3) 8.01 - 9.00 percent.	(3)	-	(3)	-
(3) 9.01 - 10.00 percent	2	(3)	1	1
(3) 11.01 - 12.00 percent.....	(3)	-	(3)	-

-	Greater than 12 percent.....	1	1	-	-
-					
	Clerical and sales				
	Total.....	100	19	42	14
24	Up to the first:				
	0.01 - 2.00 percent.	5	(3)	2	(3)
3	2.01 - 3.00 percent.	12	3	3	(3)
6	3.01 - 4.00 percent.	10	4	3	(3)
3	4.01 - 5.00 percent.	11	4	3	1
2	5.01 - 6.00 percent.	54	6	28	10
9	6.01 - 7.00 percent.	1	-	(3)	(3)
(3)	7.01 - 8.00 percent.	3	1	1	1
(3)	8.01 - 9.00 percent.	(3)	-	(3)	-
(3)	9.01 - 10.00 percent	3	1	1	1
(3)	Greater than 12 percent.....	(3)	(3)	-	-
-					
	Blue-collar and service				
	Total.....	100	28	47	13
12	Up to the first:				
	0.01 - 2.00 percent.	8	1	5	(3)
2	2.01 - 3.00 percent.	13	3	3	(3)
6	3.01 - 4.00 percent.	14	8	5	(3)
1	4.01 - 5.00 percent.	9	2	4	2
1	5.01 - 6.00 percent.	43	8	27	6
2	6.01 - 7.00 percent.	(3)	-	(3)	(3)
(3)	7.01 - 8.00 percent.	6	3	2	2
-	8.01 - 9.00 percent.	(3)	-	(3)	-
(3)	9.01 - 10.00 percent	4	3	(3)	1
(3)	Greater than 12 percent.....	1	1	(3)	-

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1 Employee may contribute a percent of salary up to a specified maximum; ceilings on contributions to be matched by employers generally are lower.

2 Total includes workers with an employer matching percentage of greater than 100 percent, but those matching percentages are not presented separately.

3 Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal totals.

Where applicable, dash indicates no employees in this category.

Table 142. Savings and thrift plans: Discretionary profit-sharing contributions, (1) full-time employees, medium and large private establishments, 1995

Item	All employees	Professional, technical, and related employees	Clerical and sales employees	Blue-collar and service employees
Number (in thousands) with savings and thrift plans.....	13,562	4,702	3,788	5,072
Percent				
Total with savings and thrift plans.....	100	100	100	100
With discretionary profit-sharing contributions.....	13	11	15	14
No discretionary profit-sharing contributions.....	77	79	77	75
Not determinable.....	10	10	8	11

1 Employer contributions in addition to matching funds, provided at employer discretion based on profitability.

NOTE: Because of rounding, sums of individual items may not equal totals. Where applicable, dash indicates no employees in this category.

Table 143. Savings and thrift plans: Investment choices, full-time employees, medium and large private establishments, 1995

Clerical and sales employees	Blue-collar and service employees	All employees	Professional, technical, and related employees
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Investment choices

Employee contributions	Employer contributions	Employee contributions	Employer contributions	Employee contributions	Employer contributions
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Number (in thousands) with savings and thrift plans.....

3,788	3,788	5,072	13,562	13,562	4,702	4,702
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Percent

Total with savings and thrift plans.....

100	100	100	100	100	100
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Employee permitted to choose investments...

77	56	68	74	58	79	64
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Two choices.....

3	3	5	3	3	2	2
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Three choices.....

14	10	12	13	10	13	12
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Four choices.....

26	15	20	21	13	19	12
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Five choices.....

11	12	5	11	10	17	16
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Six choices.....

6	5	5	5	4	4	3
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Seven choices.....

5	3	5	5	5	6	6
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Eight choices.....

4	4	11	7	7	7	7
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Nine choices.....

(1)	(1)	(1)	(1)	(1)	1	1
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Ten choices.....

3	1	3	4	2	5	2
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More than ten choices.

6	4	2	4	3	5	4
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Employee not permitted to choose investments

6	27	10	7	24	5	19
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Not determinable.....

17	17	22	18	18	16	16
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1 Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal totals. Where applicable, dash indicates no employees in this category.

Table 144. Savings and thrift plans: Types of investments allowed in plans permitting employees to choose investments, full-time employees, medium and large private establishments, 1995

Clerical and sales employees		Blue-collar and service employees		All employees		Professional, technical, and related employees	
Investment							
Employee	Employer	Employee	Employer	Employee	Employer	Employee	Employer
contribu-	contribu-	contribu-	contribu-	contribu-	contribu-	contribu-	contribu-
tions	tions	tions	tions	tions	tions	tions	tions
Number (in thousands) with savings and thrift plans.....				13,562	13,562	4,702	4,702
3,788	3,788	5,072	5,072				
				Percent			
Total with savings and thrift plans.....				100	100	100	100
100	100	100	100				
Total with employee investment choice allowed.....				74	58	79	64
77	56	68	53				
Company stock.....				40	27	42	29
40	25	39	27				
Common stock fund.....				59	48	64	55
60	47	53	42				
Long-term interest bearing securities.				48	36	54	43
50	36	40	31				
Diversified stock and bond fund.....				41	31	47	38
43	31	33	25				
Government securities.				17	13	19	15
11	8	19	15				
Guaranteed investment							

	contracts.....	25	20	24	21
22	16 28	23			
	Money market funds....	30	25	34	29
22	18 32	28			
	Certificates of				
	deposit.....	4	2	5	1
5	3 3	1			
	Other(1).....	19	15	19	15
18	14 19	16			
	Determinable by				
	trustee.....	(2)	-	(2)	-
(2)	- (2)	-			
	Not determinable.....	5	4	5	4
6	4 4	4			
	Investment choice not				
	allowed.....	7	24	5	19
6	27 10	25			
	Investment choice not				
	determinable.....	18	18	16	16
17	17 22	22			

1 Includes purchase of life insurance, annuities, real estate, mortgage, and deposits in credit unions or savings accounts.

2 Less than 0.5 percent.

NOTE: Sums of individual items do not equal totals because employees are often offered a number of investment choices. Where applicable, dash indicates no employees in this category.

Table 145. Savings and thrift plans: Method of allocating contributions to investment options, full-time employees, medium and large private establishments, 1995

				Professional,	
Clerical and sales	Blue-collar and				
employees	service employees		All employees		
			technical, and		
			related employees		
Item					
		Employee	Employer	Employee	Employer
Employee	Employer	Employee	Employer		
		contribu-		contribu-	contribu-
contribu-	contribu-	contribu-	contribu-	tions	tions
tions	tions	tions	tions	tions	tions
Number (in thousands) with					
savings and thrift					
plans		13,562	13,562	4,702	4,702
3,788	3,788	5,072	5,072		

Percent

Total with savings and thrift plans	100	100	100	100
100 100 100	100			
Total with employee investment choice allowed.....	74	58	79	64
77 56 68	53			
Any multiple.....	34	27	38	31
35 23 31	26			
Specified multiples...	35	26	38	29
37 27 32	21			
Other.....	1	2	1	1
1 2 2	2			
Not determinable.....	4	4	3	3
4 4 4	4			
Investment choice not allowed.....	7	24	5	19
6 27 10	25			
Investment choice not determinable.....	18	18	16	16
17 17 22	22			

NOTE: Because of rounding, sums of individual items may not equal totals. Where applicable, dash indicates no employees in this category.

Table 146. Savings and thrift plans: Frequency of investment changes, full-time employees, medium and large private establishments, 1995

			Professional, Clerical and sales Blue-collar and employees All employees technical, and service employees related employees			
Item						
Employee	Employer	Employee	Employer	Employee	Employer	
contribu-	contribu-	contribu-	contribu-	contribu-	contribu-	
tions	tions	tions	tions	tions	tions	
Number (in thousands) with savings and thrift plans.....			13,562	13,562	4,702	4,702
3,788	3,788	5,072	5,072			

Percent

Total with savings and thrift plans.....	100	100	100	100
100 100 100	100			
Total with employee investment choice allowed.....	74	58	79	64
77 56 68	53			
At any time.....	38	32	43	37
34 25 37	32			
Specified number of times per year.....	31	21	32	23
38 27 25	15			
One.....	3	2	4	3
3 2 3	2			
Two.....	7	5	9	6
6 4 5	5			
Three.....	(1)	(1)	(1)	(1)
(1) (1) (1)	(1)			
Four.....	13	10	12	9
18 15 10	6			
Five or more.....	8	4	7	5
11 6 7	2			
Other.....	1	(1)	(1)	(1)
(1) (1) 1	(1)			
Never.....	-	(1)	-	(1)
- 1 -	(1)			
Not determinable.....	5	5	4	4
5 4 5	6			
Investment choice not allowed.....	7	24	5	19
6 27 10	25			
Investment choice not determinable.....	18	18	16	16
17 17 22	22			

1 Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal totals. Where applicable, dash indicates no employees in this category.

Table 147. Savings and thrift plans: Withdrawal availability, full-time employees, medium and large private establishments, 1995

Withdrawal provision	All employees	Profes- sional, Clerical and sales technical, and related employees	Blue- collar and service employees
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Number (in thousands) with savings and thrift plans.....	13,562	4,702	3,788	5,072
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Percent

Total with savings and thrift plans.....	100	100	100	100
Withdrawals permitted...	43	46	50	35
Any reason.....	16	19	20	9
Hardship reasons only(1).....	28	27	30	27
Withdrawals not permitted.....	43	41	36	49
Not determinable.....	14	13	14	15

1 Hardship reasons may include death or illness of a family member, education expenses, sudden uninsured losses, or purchase of a primary residence.

NOTE: Because of rounding, sums of individual items may not equal totals. Where applicable, dash indicates no employees in this category.

Table 148. Savings and thrift plans: Withdrawal requirements in plans permitting withdrawals, full-time employees, medium and large private establishments, 1995

Item	All employees	Professional, technical, and related employees	Clerical and sales employees	Blue-collar and service employees
Number (in thousands) with savings and thrift plans with withdrawals permitted.....	5,883	2,183	1,902	1,799

Percent

Total with savings and thrift plans with withdrawals permitted..	100	100	100	100
At any time.....	41	38	44	40
After meeting an age and/or service requirement.....	9	13	7	5

Once per time period....	32	32	28	34
Other limit.....	9	7	15	5
Not determinable.....	10	9	7	16

NOTE: Because of rounding, sums of individual items may not equal totals. Where applicable, dash indicates no employees in this category.

Table 149. Savings and thrift plans: Maximum amount that may be withdrawn in plans permitting withdrawals, full-time employees, medium and large private establishments, 1995

Maximum amount of withdrawal	All employees	Profes- sional, techni- cal, and related employees	Clerical and sales employees	Blue- collar and service employees
Number (in thousands) with savings and thrift plans with withdrawals permitted.....	5,883	2,183	1,902	1,799
Percent				
Total with savings and thrift plans with withdrawals permitted..	100	100	100	100
Full account balance....	53	55	66	38
Partial account balance..	38	37	26	51
Not determinable.....	9	8	7	11

NOTE: Because of rounding, sums of individual items may not equal totals. Where applicable, dash indicates no employees in this category.

Table 150. Savings and thrift plans: Penalties imposed upon withdrawal of funds in plans permitting withdrawals, full-time employees, medium and large private establishments, 1995

Penalties for withdrawals	All employees	Profes- sional, techni- cal, and related employees	Clerical and sales employees	Blue- collar and service employees
Number (in thousands) with savings and thrift plans with withdrawals permitted.....	5,883	2,183	1,902	1,799

Percent

Total with savings and thrift plans with withdrawals permitted..	100	100	100	100
With penalty.....	44	40	49	43
Employer contributions suspended.....	21	22	23	18
All contributions suspended.....	18	13	21	19
Other.....	5	4	5	6
No penalty.....	44	50	44	38
Not determinable.....	12	10	6	20

NOTE: Because of rounding, sums of individual items may not equal totals. Where applicable, dash indicates no employees in this category.

Table 151. Savings and thrift plans: Loan availability, full-time employees, medium and large private establishments, 1995

Loan availability	All employees	Profes- sional, techni- cal, and related employees	Clerical and sales employees	Blue- collar and service employees
Number (in thousands) with savings and thrift plans.....	13,562	4,702	3,788	5,072

Percent

Total with savings and thrift plans.....	100	100	100	100
Loans permitted.....	44	46	48	40
Any reason.....	41	44	43	37
Hardship reasons only(1).....	3	3	5	2
Loans not permitted.....	42	41	38	45
Not determinable.....	14	13	14	15

1 Hardship reasons may include death or illness of a family member, education expenses, sudden uninsured losses, or purchase of a primary residence.

NOTE: Because of rounding, sums of individual items may not equal totals. Where applicable, dash indicates no employees in this

category.

Table 152. Savings and thrift plans: Loan requirements in plans permitting loans, full-time employees, medium and large private establishments, 1995

Loan provision	All employees	Profes- sional, techni- cal, and related employees	Clerical and sales employees	Blue- collar and service employees
Number (in thousands) with savings and thrift plans with loans permitted.....	6,003	2,182	1,816	2,004
Percent				
Total with savings and thrift plans with loans permitted.....	100	100	100	100
At any time.....	57	54	51	65
After meeting an age/or service requirement..	2	1	3	2
Once per time period....	36	40	38	31
Other limit.....	3	4	5	2
Not determinable.....	2	2	3	1

NOTE: Because of rounding, sums of individual items may not equal totals. Where applicable, dash indicates no employees in this category.

Table 153. Savings and thrift plans: Maximum amount that may be borrowed in plans permitting loans, full-time employees, medium and large private establishments, 1995

Loan provision	All employees	Profes- sional, techni- cal, and related employees	Clerical and sales employees	Blue- collar and service employees
Number (in thousands) with savings and thrift plans with loans permitted.....	6,003	2,182	1,816	2,004
Percent				

Total with savings and thrift plans with loans permitted.....	100	100	100	100
Full account balance available.....	5	4	8	5
Partial account balance available.....	91	94	89	90
Not determinable.....	4	3	4	5

NOTE: Because of rounding, sums of individual items may not equal totals. Where applicable, dash indicates no employees in this category.

Table 154. Savings and thrift plans: Repayment provisions in plans permitting loans, full-time employees, medium and large private establishments, 1995

Repayment provisions	All employees	Profes- sional, techni- cal, and related employees	Clerical and sales employees	Blue- collar and service employees
Number (in thousands) with savings and thrift plans with loans permitted.....	6,003	2,182	1,816	2,004

Percent

Total with savings and thrift plans with loans permitted.....	100	100	100	100
Repayment after specified period.....	80	82	81	78
For purchase of a home(1).....	43	51	39	37
Less than 15 years..	16	12	20	16
15 years.....	13	17	11	12
20 years.....	6	11	3	2
25 years.....	5	7	2	4
Greater than 25 years.....	1	1	2	1
Not determinable....	3	3	2	3
For any reason.....	38	30	43	41
Less than 5 years...	17	11	16	23
5 years.....	21	19	27	17
Greater than 5 years and less than 10				

years.....	(2)	-	(2)	1
At discretion of plan administrators.....	4	3	3	5
Other.....	(2)	(2)	(2)	(2)
Not determinable.....	15	15	15	16

1 Plan specifies longer repayment period for purchase of a home than for other reasons.

2 Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal totals. Where applicable, dash indicates no employees in this category.

Table 155. Savings and thrift plans: Methods of distribution, full-time employees, medium and large private establishments, 1995

Methods of distribution(1)	All employees	Professional, technical, and related employees	Clerical and sales employees	Blue-collar and service employees
Number (in thousands) with savings and thrift plans.....	13,562	4,702	3,788	5,072
Percent				
Total with savings and thrift plans.....	100	100	100	100
Lump sum.....	85	87	84	83
Annuity.....	17	18	15	18
Installments.....	30	32	24	32
Other.....	2	3	3	1
Not determinable.....	7	7	8	7

1 Sums of individual items may exceed totals because plans frequently permit more than one distribution option.

NOTE: Where applicable, dash indicates no employees in this category.

Table 156. Savings and thrift plans: Service requirements(1), full-time employees, medium and large private establishments, 1995

Eligibility requirements(2)	All employees	Professional, technical, and related employees	Clerical and sales employees	Blue-collar and service employees
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employees

Number (in thousands) with savings and thrift plans.....	13,562	4,702	3,788	5,072
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Percent

Total with savings and thrift plans.....	100	100	100	100
With minimum service requirement.....	67	61	80	62
3 months.....	3	5	2	1
6 months.....	8	5	7	10
7 - 11 months.....	(3)	(3)	-	(3)
1 year.....	55	49	68	49
2 years.....	2	2	2	1
3 years.....	(3)	(3)	(3)	(3)
No minimum service requirement.....	26	32	15	29
Not determinable.....	7	7	5	9

Average(4)

Average service requirement (in months)	11.3	11.2	11.5	11.2
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1 In many of these plans, there is also an age requirement. For example, some plans have participation requirements of age 21 and 12 months of service. This table's eligibility requirements are based on when the employee can first join the plan, not when the employer first begins contributing. In past surveys the eligibility requirements were based on when the employer first contributes to the plan. Thus this table is not strictly comparable to the same table from past surveys.

2 If a plan had alternate eligibility requirements, one of which was service only, the service only requirement was tabulated.

3 Less than 0.5 percent.

4 The average is presented for all covered workers; averages exclude workers without the plan provision.

NOTE: Because of rounding, sums of individual items may not equal totals. Where applicable, dash indicates no employees in this category.

Table 157. Savings and thrift plans: Vesting provisions, full-time employees, medium and large private establishments, 1995

Vesting provision	All	Profes- sional, techni-	Clerical and sales	Blue- collar and
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	employees	cal, and employees	related employees	service employees
Number (in thousands) with savings and thrift plans.....	13,562	4,702	3,788	5,072
	Percent			
Total with savings and thrift plans.....	100	100	100	100
Immediate full vesting..	33	33	31	33
Cliff vesting(1).....	25	26	24	24
With full vesting after:				
1 -2 years.....	1	1	1	2
3 - 4 years.....	5	5	9	3
5 years.....	18	20	14	18
More than 5 years...	(2)	(2)	(2)	1
Graduated vesting(3)....	24	24	27	22
With full vesting after:				
4 years or less.....	3	2	4	4
5 years.....	12	14	16	9
6 years.....	3	4	3	2
7 years.....	5	5	4	7
10 years.....	(2)	(2)	-	(2)
Class years vesting(4)..	2	2	1	2
With each class vested after:				
1 year.....	(2)	(2)	(2)	1
2 years.....	(2)	(2)	(2)	(2)
3 years.....	1	2	(2)	1
More than 3 years...	(2)	(2)	(2)	(2)
Other.....	1	(2)	2	1
Not determinable.....	15	13	15	18

1 Under cliff vesting, an employee is not entitled to any benefits until satisfying requirements for 100 percent vesting.

2 Less than 0.5 percent.

3 Under graduated vesting, an employee's rights to benefits increase

with length of service, eventually reaching 100 percent.

4 Under class year vesting, employee contributions for a given year (class) become nonforfeitable after meeting vesting requirements. Subsequent contributions must meet similar requirements.

NOTE: Because of rounding, sums of individual items may not equal totals. Where applicable, dash indicates no employees in this category.

Table 158. Deferred profit-sharing plans: Employer contributions, full-time employees, medium and large private establishments, 1995

Employer contributions	All employees	Profes- sional, techni- cal, and related employees	Clerical and sales employees	Blue- collar and service employees
Number (in thousands) with deferred profit-sharing plans.....	4,205	1,306	1,235	1,664
	Percent			
Total with deferred profit-sharing plans...	100	100	100	100
Based on stated formula.	62	59	49	73
Fixed percent of profits.....	24	30	16	25
Based on unit profitability.....	4	4	5	3
Fixed percent of profits in excess of reserved amount.	4	4	4	5
Sliding percentage based on profits, sales, or return on assets.....	21	14	15	31
Other stated formula..	8	7	9	9
No predetermined formula	31	36	41	19
Not determinable.....	8	6	10	7

NOTE: Because of rounding, sums of individual items may not equal totals. Where applicable, dash indicates no employees in this category.

Table 158. Deferred profit-sharing plans: Employer contributions, full-time employees, medium and large private establishments, 1995

Employer contributions	All employees	Profes- sional, techni- cal, and	Clerical and sales employees	Blue- collar and service
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	related employees		employees	
Number (in thousands) with deferred profit-sharing plans.....	4,205	1,306	1,235	1,664

Percent

Total with deferred profit-sharing plans...	100	100	100	100
Based on stated formula.	62	59	49	73
Fixed percent of profits.....	24	30	16	25
Based on unit profitability.....	4	4	5	3
Fixed percent of profits in excess of reserved amount.	4	4	4	5
Sliding percentage based on profits, sales, or return on assets.....	21	14	15	31
Other stated formula..	8	7	9	9
No predetermined formula	31	36	41	19
Not determinable.....	8	6	10	7

NOTE: Because of rounding, sums of individual items may not equal totals. Where applicable, dash indicates no employees in this category.

Table 159. Deferred profit-sharing plans: Allocation of employer contributions to individual employee accounts, full-time employees, medium and large private establishments, 1995

Allocation of employer contributions	All employees	Profes- sional, techni- cal, and related employees	Clerical and sales employees	Blue- collar and service employees
Number (in thousands) with deferred profit-sharing plans.....	4,205	1,306	1,235	1,664

Percent

Total with deferred profit-sharing plans...	100	100	100	100
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Equally to all participants.....	6	3	5	9
Proportional to earnings	56	61	46	61
Proportional to employee contributions.....	17	18	20	14
Based on earnings and service.....	7	8	5	7
Based on earnings and unit performance.....	(1)	(1)	(1)	-
Other allocation formula	3	1	6	3
Allocation formula not available.....	11	10	18	5
Employee permitted to receive part of allocation in cash...	15	14	10	19

1 Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal totals. Where applicable, dash indicates no employees in this category.

Table 160. Deferred profit sharing plans: Selected plan features, full-time employees, medium and large private establishments, 1995

Item	All employees	Profes- sional, techni- cal, and related employees	Clerical and sales employees	Blue- collar and service employees
Number (in thousands) with deferred profit sharing plans.....	4,205	1,306	1,235	1,664
Percent				
Total with deferred profit sharing plans.....	100	100	100	100
Loans permitted.....	33	38	28	34
Withdrawals permitted...	24	16	30	25
Employee contributions required.....	6	6	12	2
Employee contribution not required but allowed.....	36	29	27	47
Pretax contributions allowed.....	38	30	40	43
Employee permitted to				

choose investments...	55	63	50	54
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NOTE: Because of rounding, sums of individual items may not equal totals. Where applicable, dash indicates no employees in this category.

Table 161. Deferred profit-sharing: Service requirements(1), full-time employees, medium and large private establishments, 1995

Eligibility requirements(2)	All employees	Profes- sional, techni- cal, and related employees	Clerical and sales employees	Blue- collar and service employees
Number (in thousands) with deferred profit-sharing plans.....	4,205	1,306	1,235	1,664
Percent				
Total with deferred profit-sharing plans...	100	100	100	100
With minimum service requirement.....	76	84	78	67
3 months.....	2	2	1	4
6 months.....	6	9	2	7
1 year.....	59	66	72	45
2 years.....	7	7	3	10
3 years.....	1	(3)	1	1
No minimum service requirement.....	24	16	21	33
Not determinable.....	(3)	(3)	(3)	-
Average(4)				
Average service requirement (in months)	12.5	12.1	12.5	13.0

1 In many of these plans, there is also an age requirement. For example, some plans have participation requirements of age 21 and 12 months of service. This table's eligibility requirements are based on when the employee can first join the plan, not when the employer first begins contributing. In past surveys the eligibility requirements were based on when the employer first contributes to the plan. Thus this table is not strictly comparable to the same table from past surveys.

2 If a plan had alternate eligibility requirements, one of which was service only, the service only requirement was tabulated.

3 Less than 0.5 percent.

4 The average is presented for all covered workers; averages exclude workers without the plan provision.

NOTE: Because of rounding, sums of individual items may not equal totals. Where applicable, dash indicates no employees in this category.

Table 162. Deferred profit-sharing plans: Vesting provisions, full-time employees, medium and large private establishments, 1995

Vesting provision	All employees	Professional, technical, and related employees	Clerical and sales employees	Blue-collar and service employees
Number (in thousands) with deferred profit-sharing plans.....	4,205	1,306	1,235	1,664
	Percent			
Total with deferred profit-sharing plans...	100	100	100	100
Immediate full vesting..	37	30	31	49
Cliff vesting(1).....	22	30	24	14
With full vesting after:				
1 -2 years.....	2	5	2	-
3 - 4 years.....	2	5	1	1
5 years.....	17	20	20	13
More than 5 years...	(2)	(2)	(2)	1
Graduated vesting(3)....	34	35	41	28
With full vesting after:				
4 years or less.....	1	1	1	2
5 years.....	4	2	11	1
6 years.....	10	14	15	2
7 years.....	18	18	13	21
More than 10 years..	1	-	(2)	2
Other.....	(2)	(2)	-	(2)
Not determinable.....	6	6	4	8

1 Under cliff vesting, an employee is not entitled to any benefits until satisfying requirements for 100 percent vesting.

2 Less than 0.5 percent.

3 Under graduated vesting, an employee's rights to benefits increase

with length of service, eventually reaching 100 percent.

NOTE: Because of rounding, sums of individual items may not equal totals. Where applicable, dash indicates no employees in this category.

Table 163. 401(k) salary reduction plans: Maximum pretax employee contributions, (1) full-time employees, medium and large private establishments, 1995

Maximum pretax contributions	All employees	Profes- sional, techni- cal, and related employees	Clerical and sales employees	Blue- collar and service employees
Number (in thousands) with 401(k) salary reduction plans.....	14,646	5,056	3,979	5,611
Percent				
Total with 401(k) pretax salary reduction plans.	100	100	100	100
Percent of employee earnings.....	83	83	85	81
5 percent or less.....	4	3	4	3
5.01 - 5.99 percent...	(2)	(2)	-	-
6 percent.....	4	2	10	2
7 percent.....	(2)	(2)	1	(2)
8 percent.....	5	5	5	5
9 percent.....	1	1	1	1
9.01 - 9.99 percent...	(2)	(2)	(2)	(2)
10 percent.....	12	9	12	15
11 percent.....	(2)	(2)	(2)	(2)
12 percent.....	10	11	5	12
13 percent.....	1	2	1	1
13.01 - 13.99 percent.	(2)	(2)	-	(2)
14 percent.....	2	2	1	2
15 percent.....	20	17	26	19
16 percent.....	12	14	10	11
17 percent.....	1	1	3	1
17.01 - 17.99 percent.	(2)	(2)	(2)	(2)
18 percent.....	6	6	4	7
18.01 - 18.99 percent.	(2)	(2)	-	(2)
19 percent.....	(2)	(2)	(2)	(2)
20 percent.....	5	9	2	2
25 percent or more....	(2)	(2)	(2)	(2)
Specified dollar amount.	1	(2)	(2)	1
Up to the Internal Revenue Code limit...	16	16	12	17
Not determinable.....	1	1	3	(2)

Average(3)

Average maximum pretax contribution (percent of earnings).....	13.1	13.7	12.4	13.0
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1 Includes contributions that are not matched by the employer. If maximum contributions vary, such as by length of service, the highest possible contribution was tabulated.

2 Less than 0.5 percent.

3 The average is presented for all covered workers; averages exclude workers without the plan provision.

NOTE: Because of rounding, sums of individual items may not equal totals. Where applicable, dash indicates no employees in this category.

Table 164. 401(k) salary reduction plans: Service requirements,(1) full-time employees, medium and large private establishments, 1995

Eligibility requirements(2)	All employees	Professional, technical, and related employees	Clerical and sales employees	Blue-collar and service employees
Number (in thousands) with 401(k) salary reduction plans.....	14,646	5,056	3,979	5,611
Percent				
Total with 401(k) salary reduction plans.....	100	100	100	100
With minimum service requirement.....	67	63	82	61
3 months.....	3	4	2	2
6 months.....	8	6	7	10
7 - 11 months.....	(3)	(3)	-	(3)
1 year.....	52	48	69	44
2 years.....	3	3	3	4
3 years.....	1	1	1	1
Over 3 years.....	(3)	(3)	(3)	-
No minimum service requirement.....	27	32	16	32
Not determinable.....	5	5	3	7

Average(4)

Average service requirement (in months)	11.8	11.9	11.8	11.8
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1 In many of these plans, there is also an age requirement. For example, some plans have participation requirements of age 21 and 12 months of service. This table's eligibility requirements are based on when the employee can first join the plan, not when the employer first begins contributing. In past surveys the eligibility requirements were based on when the employer first contributes to the plan. Thus this table is not strictly comparable to the same table from past surveys.

2 If a plan had alternate eligibility requirements, one of which was service only, the service only requirement was tabulated.

3 Less than 0.5 percent.

4 The averages are presented for all covered workers; averages exclude workers without the plan provision.

NOTE: Because of rounding, sums of individual items may not equal totals. Where applicable, dash indicates no employees in this category.

Table 165. 401(k) salary reduction plans: Investment choices, full-time employees, medium and large private establishments, 1995

Clerical and sales employees		Blue-collar and service employees		All employees		Professional, technical, and related employees	
Investment choices for employer contributions		Employee contributions		Employer contributions		Employee contributions	
Employee	Employer	Employee	Employer	Employee	Employer	Employee	Employer
contribu- tions	contribu- tions	contribu- tions	contribu- tions	contribu- tions	contribu- tions	contribu- tions	contribu- tions
Number (in thousands) with 401(k) salary reduction plans.....				14,646	14,646	5,056	5,056
3,979	3,979	5,611	5,611				
				Percent			
Total with 401(k) salary reduction plans.....				100	100	100	100
100	100	100	100				
Employee permitted to choose investments...				83	64	87	70

85	62	77	61			
	Two choices.....		4	3	4	2
3	3	5	4			
	Three choices.....		15	11	14	12
19	13	13	9			
	Four choices.....		26	16	23	14
27	17	29	17			
	Five choices.....		11	13	19	18
11	12	5	8			
	Six choices.....		6	5	5	5
7	6	5	5			
	More than six choices.		20	17	23	19
17	12	20	18			
	Employee not permitted to choose investments		8	26	5	22
7	31	11	27			
	Not determinable.....		9	9	8	8
7	7	11	11			

NOTE: Because of rounding, sums of individual items may not equal totals. Where applicable, dash indicates no employees in this category.

Table 166. 401(k) salary reduction plans: Vesting provisions, full-time employees, medium and large private establishments, 1995

Vesting provision	All employees	Profes- sional, techni- cal, and related employees	Clerical and sales employees	Blue- collar and service employees
Number (in thousands) with 401(k) salary reduction plans.....	14,646	5,056	3,979	5,611
Percent				
Total with 401(k) salary reduction plans.....	100	100	100	100
Immediate full vesting..	39	40	35	41
Cliff vesting(1).....	24	26	23	23
With full vesting after:				
1 -2 years.....	1	1	1	2
3 - 4 years.....	5	4	9	3
5 years.....	17	20	13	17
More than 5 years...	1	(2)	(2)	1
Graduated vesting(3)....	27	26	32	24
With full vesting				

after:				
4 years or less.....	3	2	4	4
5 years.....	13	14	18	9
6 years.....	3	4	4	2
7 years.....	7	6	6	9
10 years.....	(2)	(2)	-	(2)
Class years vesting(4)..	2	2	1	2
With each class vested				
after:				
1 year.....	(2)	(2)	(2)	1
2 years.....	(2)	(2)	(2)	(2)
3 years.....	1	1	(2)	1
More than 3 years...	(2)	(2)	(2)	(2)
Other.....	1	1	2	1
Not determinable.....	7	5	7	9

1 Under cliff vesting, an employee is not entitled to any benefits until satisfying requirements for 100 percent vesting.

2 Less than 0.5 percent.

3 Under graduated vesting, an employee's rights to benefits increase

with length of service, eventually reaching 100 percent.

4 Under class year vesting, employee contributions for a given year (class) become nonforfeitable after meeting vesting requirements. Subsequent contributions must meet similar requirements.

NOTE: Because of rounding, sums of individual items may not equal totals. Where applicable, dash indicates no employees in this category.

Table 167. 401(k) salary reduction plans: Transfer and rollover provisions,(1) full-time employees, medium and large private establishments, 1995

Item	All employees	Profes- sional, techni- cal, and related employees	Clerical and sales employees	Blue- collar and service employees
Number (in thousands) with 401(k) salary reduction plans.....	14,646	5,056	3,979	5,611
Percent				
Total with 401(k) salary reduction plans.....	100	100	100	100

Transfers/rollovers allowed.....	38	43	44	28
Transfers/rollovers not allowed.....	52	50	48	57
Not determinable.....	10	7	8	15

1 Relates to the allowance of transfers/rollovers of contributions and earnings from the previous employer's plan.

NOTE: Because of rounding, sums of individual items may not equal totals. Where applicable, dash indicates no employees in this category.

Table 168. 401(k) salary reduction plans: Withdrawal availability, full-time employees, medium and large private establishments, 1995

Withdrawal provision	All employees	Profes- sional, techni- cal, and related employees	Clerical and sales employees	Blue- collar and service employees
Number (in thousands) with 401(k) salary reduction plans.....	14,646	5,056	3,979	5,611
Percent				
Total with 401(k) salary reduction plans.....	100	100	100	100
Withdrawals permitted...	46	47	55	38
Any reason.....	16	19	23	9
Hardship reasons only(1).....	30	28	32	29
Withdrawals not permitted.....	49	48	40	56
Not determinable.....	5	5	5	6

1 Hardship reasons may include death or illness of a family member, education expenses, sudden uninsured losses, or purchase of a primary residence.

NOTE: Because of rounding, sums of individual items may not equal totals. Where applicable, dash indicates no employees in this category.

Table 169. 401(k) salary reduction plans: Loan availability, full-time employees, medium and large private establishments, 1995

Profes-

Blue-

Loan availability	All employees	sional, technical, and related employees	Clerical and sales employees	collar and service employees
Number (in thousands) with 401(k) salary reduction plans.....	14,646	5,056	3,979	5,611
Percent				
Total with 401(k) salary reduction plans.....	100	100	100	100
Loans permitted.....	49	49	52	46
Any reason.....	44	45	45	43
Hardship reasons only(1).....	4	4	7	3
Loans not permitted.....	46	47	42	48
Not determinable.....	5	5	5	6

1 Hardship reasons may include death or illness of a family member, education expenses, sudden uninsured losses, or purchase of a primary residence.

NOTE: Because of rounding, sums of individual items may not equal totals. Where applicable, dash indicates no employees in this category.

Table 170. 401(k) salary reduction plans: Methods of distribution, full-time employees, medium and large private establishments, 1995

Methods of distribution(1)	All employees	Profes-sional, techni-cal, and related employees	Clerical and sales employees	Blue-collar and service employees
Number (in thousands) with 401(k) salary reduction plans.....	14,646	5,056	3,979	5,611
Percent				
Total with 401(k) salary reduction plans.....	100	100	100	100
Lump sum.....	92	95	90	90
Annuity.....	21	22	18	21

Installments.....	34	36	29	36
Other.....	7	11	4	5
Not determinable.....	9	7	8	11

1 Sums of individual items may exceed totals because plans frequently permit more than one distribution option.

NOTE: Where applicable, dash indicates no employees in this category.